

Message

From: Chu, Ed [Chu.Ed@epa.gov]
Sent: 11/27/2020 2:48:51 PM
To: Cooper, Jonathan [COOPER.JONATHAN@EPA.GOV]
CC: Brincks, Mike [brincks.mike@epa.gov]; Krehbiel, Ben [Krehbiel.Ben@epa.gov]
Subject: Re: Action: Request for FY21 & FY22 Diversity & Inclusion Training Materials (Due 11/27/20)

Thank you Jonathan. I agree that your review and our subsequent discussion helps us.

Happy thanksgiving weekend!

Sent from my iPhone

On Nov 27, 2020, at 7:49 AM, Cooper, Jonathan <COOPER.JONATHAN@epa.gov> wrote:

Good Morning Ed,

Hope you had a great Thanksgiving!

Ex. 5 Deliberative Process (DP)

Thanks,

Jonathan Cooper

Human Resources Officer
EPA Region 7 / Human Capital Management Branch
(913) 551-7287 / CooperJonathan@epa.gov
(816) 509-2130 Cell Phone
11201 Renner Boulevard, Lenexa, KS 66219

This e-mail may contain confidential, deliberative, or privileged information and should be handled accordingly.

From: Chu, Ed <Chu.Ed@epa.gov>
Sent: Monday, November 23, 2020 8:51 AM
To: Brincks, Mike <brincks.mike@epa.gov>
Cc: Cooper, Jonathan <COOPER.JONATHAN@EPA.GOV>; Krehbiel, Ben <Krehbiel.Ben@epa.gov>; Butkovich, Michael <Butkovich.Michael@epa.gov>
Subject: RE: Action: Request for FY21 & FY22 Diversity & Inclusion Training Materials (Due 11/27/20)

Yes, let's schedule a short call to go over with Jim and me. I would like to invite also Leslie to listen in.

Edward H. Chu | Deputy Regional Administrator
U.S. Environmental Protection Agency
Region 7 (Kansas, Missouri, Nebraska, Iowa & Nine Tribes)
(913) 551-7333
epa.gov | epa.gov/region7

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<image002.png>

<image003.png>

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<image006.png>

From: Brincks, Mike <brincks.mike@epa.gov>
Sent: Friday, November 20, 2020 2:18 PM
To: Chu, Ed <Chu.Ed@epa.gov>
Cc: Cooper, Jonathan <COOPER.JONATHAN@EPA.GOV>; Krehbiel, Ben <Krehbiel.Ben@epa.gov>; Butkovich, Michael <Butkovich.Michael@epa.gov>
Subject: FW: Action: Request for FY21 & FY22 Diversity & Inclusion Training Materials (Due 11/27/20)

Ed – I'm assuming you or Jim want Jonathan/HR team and Michael B to touch base with you before submitting anything before next Friday's deadline?

<image007.png>

Mike Brincks

Director, Mission Support Division
U. S. Environmental Protection Agency
Region 7 (Iowa, Missouri, Kansas & Nebraska)
11201 Renner Blvd
Lenexa, KS 66219
Phone: 913.551.7799

From: Cooper, Jonathan <COOPER.JONATHAN@EPA.GOV>
Sent: Thursday, November 19, 2020 4:20 PM

To: Brincks, Mike <brincks.mike@epa.gov>; Krehbiel, Ben <Krehbiel.Ben@epa.gov>
Subject: FW: Action: Request for FY21 & FY22 Diversity & Inclusion Training Materials (Due 11/27/20)
Importance: High

FYI – I've schedule a meeting with Carla, Yolanda, and Michael to discuss on Monday.

Thanks,

Jonathan Cooper

Human Resources Officer
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11201 Renner Boulevard, Lenexa, KS 66219

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From: Cooper, Jonathan
Sent: Thursday, November 19, 2020 4:19 PM
To: Smocks, Carla <Smocks.Carla@epa.gov>; Butkovich, Michael <Butkovich.Michael@epa.gov>; Nero, Yolanda <Nero.Yolanda@epa.gov>
Subject: FW: Action: Request for FY21 & FY22 Diversity & Inclusion Training Materials (Due 11/27/20)
Importance: High

Good Afternoon Everyone,

Please see the update below regarding the EO on Diversity and Inclusion Training. I propose that we meet early next week to discuss an approach to respond to this request. In the meantime, I suggest we start thinking about the trainings we've had and what should be included.

I will see if I can find some time on calendars.

Thanks,

Jonathan Cooper

Human Resources Officer
EPA Region 7 / Human Capital Management Branch
(913) 551-7287 / CooperJonathan@epa.gov
(816) 509-2130 Cell Phone
11201 Renner Boulevard, Lenexa, KS 66219

This e-mail may contain confidential, deliberative, or privileged information and should be handled accordingly.

From: OHR DIRECTOR <OHR_DIRECTOR@epa.gov>
Sent: Thursday, November 19, 2020 3:35 PM

To: Leadership_Deputy_Regional_Administrators

<Leadership_Deputy_Regional_Administrators@epa.gov>;

Leadership_Deputy_Assistant_Administrators <Leadership_Deputy_Assistant_Administrators@epa.gov>

Cc: Regional Mission Support Division - Directors

<Regional_Mission_Support_Division_Directors@epa.gov>; RHRO <RHRO@epa.gov>; OMS-ARM-OHR-

PMOs <OMS-ARM-OHR-PMOs@epa.gov>; EEO Officers <EEO_Officers@epa.gov>

Subject: Action: Request for FY21 & FY22 Diversity & Inclusion Training Materials (Due 11/27/20)

Importance: High

<image008.png>

Colleagues,

On September 22, 2020, President Trump issued [Executive Order 13950](#) combatting race and sex stereotyping. This order requires federal agencies to “submit copies of any training, workshop, or similar programing having to do with diversity and inclusion as well as information about the duration, frequency, and expense of such activities.”

Additional guidance provided in OPM’s memorandum “[Mandatory Review of Employee Training under E.O. 13950 September 22, 2020](#)” states:

The Executive Order applies to all diversity and inclusion training programs, including programs developed prior to the issuance of this Executive Order, as well as new programs that may be proposed or established after September 22, 2020. Coverage includes, but is not limited to, all training that is paid for with Federal funds or that Federal employees are required or permitted to view, listen to, or participate in while on Government-paid time. Included is training that is conducted or led by Government employees; training that is conducted or led by contractors or others; live training sessions conducted in person or by any electronic means, whether telephonic or video; materials posted on any Federal agency’s public-facing or internal Internet or Intranet sites; and, written or video materials or other content that have been produced or procured with Federal funds and that are available to the general public or that Federal employees are required or permitted to read or view.

The Office of Human Resources will submit a single request to OPM on behalf of the U.S. Environmental Protection Agency. **By November 27, 2020**, please provide an overarching diversity and inclusion training plan for your organization covering FY2021 and FY2022. In this plan, include information about each diversity and inclusion training topic and title, vendor, instructor, cost and scheduled offering.

For planned training activities complete this [form](#) and for each planned training activity upload the following materials in an electronic document format (not a link) to the [D&I Training Community Teams](#) site (request access to site prior to loading documents):

- Course agenda
- Instructor guide
- Participant guides
- PowerPoint slides
- Any additional materials or handouts (including links to web-based course previews or other web-based content).

We understand vendors may have concerns about the proprietary nature of their materials. Please assure them the materials will be used for review purposes to ensure adherence to EO 13950 only.

Each agency is required to identify a senior political official to serve as a point of contact for OPM. For EPA, this is Dave Zeckman. Once all training materials are gathered, the single agency package will be submitted to OPM for review. OPM will evaluate packages on a “first in and first out” basis and will assess each training for compliance with the Executive Order. Any training arising after the EPA package is submitted should be sent to Claire Milam. Claire will work with Dave to determine if the new training is covered by the Executive Order and arranging for OPM assessment as needed.

Please direct any questions to Claire Milam, Acting Chief, Training Branch at 202-564-7582 or milam.claire@epa.gov.